

## MY H. B. NGUYEN

(My is pronounced as 'mee')

[hbmnguyen.2020@pbs.smu.edu.sg](mailto:hbmnguyen.2020@pbs.smu.edu.sg)

### EDUCATION

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#### Singapore Management University

Ph.D. in Business, Organizational Behavior and Human Resources – April 2025

*Dissertation:* The Dynamics of Power Transfer in Organizations: Examining Downward Deference and Its Workplace Consequences

#### Texas Christian University

B.B.A. in Management and B.A. in Philosophy, *summa cum laude* – May 2020

### ACADEMIC EXPERIENCE

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July 2025 – present                      Postdoctoral Research Fellow, Singapore Management University

January 2025 – May 2025              Graduate Instructor, Singapore Management University

### PUBLICATIONS (\*denotes equal contribution)

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Schaerer, M. \*, du Plessis, C. \*, **Nguyen, M. H. B.**, van Aert, R. C., Tiokhin, L., Lakens, D., ... Gender Audits Forecasting Collaboration & Uhlmann, E. (2023). On the trajectory of discrimination: A meta-analysis and forecasting survey capturing 44 years of field experiments on gender and hiring decisions. *Organizational Behavior and Human Decision Processes*, 179, 104280.

du Plessis, C., **Nguyen, M. H. B.**, Foulk, T. A., & Schaerer, M. (2023). Relative power and interpersonal trust. *Journal of Personality and Social Psychology*, 124(3), 567-592.

Cyrus-Lai, W., Tierney, W., du Plessis, C., **Nguyen, M. H. B.**, Schaerer, M., Clemente, E., Uhlmann, E. L. (2022). Avoiding bias in the search for implicit bias. *Psychological Inquiry*, 33(3), 203-212.

### PAPERS UNDER REVIEW

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Tierney, W., Cyrus-Lai, W... **Nguyen, M. H. B.**, ... and Uhlmann, E.L. Emotion expression and status conferral. *Psychological Science* – Revise and Resubmit (Member of Conceptual Replication Collaboration).

### CONFERENCES AND PRESENTATIONS (underline denotes presented by co-authors)

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**Nguyen, M. H. B. &** Schaerer, M. “Relinquishing control: A paradox perspective on downward deference and leadership effectiveness.”

2024 – Academy of Management Annual Meeting, Chicago, USA.

2024 – International Association of Conflict Management, Singapore. (Poster)

**Nguyen, M. H. B.**, Schaerer, M., & Hussain, I. “Sustainability framing increases women’s likelihood to apply for leadership positions.”

2024 – International Association of Conflict Management, Singapore. (Poster)

2023 – Academy of Management Annual Meeting, Boston, USA.

2023 – Singapore Rising Scholar Conference, Singapore. *\*Best Paper Award*

du Plessis, C., **Nguyen, M. H. B.**, Foulk, T. C., Schaerer, M. “Power versus Inequality: Which is the Proximate Predictor of Interpersonal Trust?”

2021 – Academy of Management Annual Meeting, virtual.

2021 – International Association of Conflict Management, virtual.

## SELECTED WORKS IN PROGRESS

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**Nguyen, M. H. B.**, Schaerer, M., & Hussain, I. Sustainability framing increases women’s likelihood to apply for leadership positions. *Late-stage data collection in progress.*

**Nguyen, M. H. B.**, Schaerer, M & Thau, S. Power, Deference, and Leadership. *Late-stage data collection in progress.*

**Nguyen, M.H.B.**, Zhao, N., Ma, A. & Tai, K. Gender and Gossip. *Late-stage data collection in progress.*

**Nguyen, M.H.B.**, Lim, G. J. H., Tangirala, S. & Tai, K. Leader Gossip. *Data collection in progress.*

**Nguyen, M. H. B.**, du Plessis, C., Schaerer, M., van Aert, R., Wong, T. K., & Uhlmann, E. L. Triggers of Discrimination. *Crowdsourced replication initiative in progress.*

## AWARDS & HONORS

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Lim Kim San Fellowship, Singapore Management University, 2024-2025

Presidential Doctoral Fellowship, Singapore Management University, 2022-2023, 2023-2024

Winner Best Paper Award, Singapore Rising Scholars Conference, 2023

Ph.D. Scholarship, Singapore Management University, 2020-2024

Chancellor’s Full Tuition Scholarship, Texas Christian University, 2017-2020

Senior Legacy Award, Texas Christian University, 2020

Pillar of University Leadership, Texas Christian University, 2019

## TEACHING EXPERIENCE

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Graduate Instructor/Lecturer, *Management of People at Work*, 2025 (rating 6.77 / 7)

Undergraduate, Lee Kong Chian School of Business, SMU

Guest Lecturer, *Organizational Behavior*, 2025

Ph.D. in Business (General Management), Instructor: Dr. Donald Ferrin

Teaching Assistant, *Organizational Behavior*, 2024

Ph.D. in Business (General Management), Instructor: Dr. Donald Ferrin

Teaching Assistant, *Organizational Behavior*, 2023

Ph.D. in Business (General Management), Instructor: Dr. Donald Ferrin

Teaching Assistant, *Managing People at Work*, 2022

Undergraduate, Instructor: Dr. Michael Schaerer

Teaching Assistant, *Negotiating in Business*, 2022

Blended MSc in Management, Instructor: Dr. Donald Ferrin

Teaching Assistant, *Negotiating in Business*, 2021

Executive MBA, Instructor: Dr. Donald Ferrin

## REFERENCES

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Dr. Michael Schaerer

Associate Professor of Organizational Behavior and Human Resources

Lee Kong Chian School of Business

Singapore Management University

[schaerer@smu.edu.sg](mailto:schaerer@smu.edu.sg)

Dr. Kenneth Tai

Associate Professor of Organizational Behavior and Human Resources

Lee Kong Chian School of Business

Singapore Management University

[kennethtai@smu.edu.sg](mailto:kennethtai@smu.edu.sg)

Dr. Donald Ferrin

Professor of Organizational Behavior and Human Resources (retired)

Postgraduate Adjunct Faculty

Lee Kong Chian School of Business

Singapore Management University

[donferrin@smu.edu.sg](mailto:donferrin@smu.edu.sg)

Dr. Eric Luis Uhlmann

Professor of Organizational Behavior

INSEAD

[eric.uhlmann@insead.edu](mailto:eric.uhlmann@insead.edu)